

February 23, 2016

WORKFORCE DEVELOPMENT BOARD

8:30 A.M.

TOMPKINS COUNTY PUBLIC LIBRARY

PRESENT: B. Allen, A. Bishop, D. Burrows, L. Dillon, M. Gold, C. Haynes, A. Hendrix, K. Kersey, J. Lance, J. Mareane, J. Matteson, L. Patz, S. Peake, S. Pronti, C. Reckdenwald, M. Stamm, M. Talarski, J. Tavares

EXCUSED: P. Levesque, M. Stazi, I. Burbank

ABSENT: M. Abdelrehim, K. Smith, D. Zimmerman

EX-OFFICIO: D. Bradac

GUESTS: D. Hessler, TST BOCES; Teri Geisenhof, Kip Cerasaro, Christian Harris, NYSDOL; Olga Van Osdol, CSS Workforce

STAFF: J. Mattick, J. Luu

CALL TO ORDER

Chairman Burrows called the meeting to order at 8:30.a.m. Introductions followed.

APPROVAL OF MINUTES

It was Moved by Mr. Talarski, seconded by Mr. Pronti and unanimously adopted by voice vote of members present to approve the minutes of November 15, 2015 as submitted.

EXECUTIVE COMMITTEE ACTIONS

The Board reviewed the Executive Committee actions that have been taken since their last meeting in November 2015.

1. **At their December 1, 2015 meeting the Executive Committee on behalf of the Board authorized the following budget adjustments for the Workforce Development Board and Office of Employment and Training:**

Workforce Development Board

Revenue -	WIA Adult	\$17,840
	WIA Dislocated Worker	\$ 2,416

Appropriation -	Subcontracts	\$20,256
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Explanation: Revenue overlooked during the 2015-2016 budget process (2014-2015 Adult and Dislocated Worker funds), and additional revenue carryover estimated during the budget process.

Office of Employment and Training

Revenue -	WFDB WIA Funding	\$20,256
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Appropriation -	ITA/OJT's	\$17,256
	Supportive Services	\$ 3,000

Explanation: Increase training and supportive services available to customers in training.

2. At their December 1, 2015 meeting the Executive Committee on behalf of the Board authorized submitting the request to NYSDOL to transfer \$25,000 of Dislocated Worker funding to Adult funding.
3. At their January 6, 2015 meeting the Executive Committee on behalf of the Board authorized the release of a Request for Proposals to operate the 2016 Summer Youth Employment Program.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

Mr. Burrows had no formal report as the Committee's actions were reviewed earlier in the meeting. He reported that he is a member of the Challenge Workforce Solutions Board and will recuse himself from any future votes involving Challenge Workforce Solutions.

ONE STOP OPERATIONS AND OVERSIGHT COMMITTEE

Mr. Bishop reported the Committee has met, reviewed their roles and responsibilities and toured the One Stop Center. Their next meeting will focus on the putting together their work plan.

SERVICES TO INDIVIDUALS WITH DISABILITIES COMMITTEE

Mr. Matteson reported the committee met February 9 and reviewed the committee charge. They discussed services that are currently available and began work on their work plan.

YOUTH OVERSIGHT COMMITTEE

Ms. Hendrix reported the committee has met and reviewed the final report for the 2015 Summer Youth Employment Program and began discussions about the 2016 program. She noted the deadline for letters of intent for the 2016 program closed this week. The group will be reviewing the WIOA Youth Contract with the Office of Employment and Training at their next meeting and making decisions to either extend the contract or move forward with releasing a new RFP.

TREASURER'S REPORT

Expenses and revenue are on track as expected as are the contractor expenses.

Mr. Haynes arrived at 8:37 a.m.

WDB DIRECTOR/ONE STOP MANAGER UPDATE

Ms. Mattick reported that the advanced manufacturing skill needs assessment is underway and the survey went live December 1, 2015. Key stakeholder businesses are being met with and it is hoped the survey will conclude in March and report given at the April Board meeting.

Ms. Bradac provided a handout (included at the end of the minutes) She reported that BEAM (Bridges to Employment and Academics Marketplace) is moving along nicely and it is exciting to see people who were "stop-outs" become reengaged with post secondary educational opportunities. Ms. Bradac also highlighted a "Talent Acquisition Series" that is being developed to tackle the challenges of the labor shortage in Tompkins County. More information will be distributed once the details are finalized.

Mr. Burrows asked Ms. Bradac if older workers use the Center. Ms. Bradac stated the Center sees pre-retirees who are looking forward to retirement but still want to work in more flexible positions. The Center also sees individuals who took positions during the recession and are now looking for different opportunities.

HIDDEN IN PLAIN SIGHT: INCREASING LABOR PARTICIPATION RATES

The Board continued the discussion regarding growing the labor force participation rate in Tompkins County. The County's unemployment rate is historically low at 3.4%. The population is not growing fast enough, and where it is growing, it isn't in workforce ages. A large number of people (9,000-10,000) are not participating in the workforce at all. The Executive Committee has discussed conducting a study about those out of the workforce, but there are several unknowns. For example, what is the true definition of "out of the workforce?" Several things to consider that could be contributing factors include healthcare or childcare costs, individuals receiving SSI/SDI, language barriers, criminal history, trailing spouses, etc. More needs to be known about what it would take to reengage people in the workforce.

Mr. Stamm asked if there are other communities who have taken on this type of study that we can learn from. Mr. Kersey asked if the Department of Labor has data on individuals who are going in and out of the workforce.

Ms. Dillon stated a need assessment is being conducted by Tompkins Community Action that asks these types of questions. She stated she would be willing to modify their survey to include additional questions as well. The Office for the Aging has also conducted a workforce assessment.

Ms. Bradac stated that there have been discussions around this at SHRM meetings and what individuals in that group are finding is applicant pools are down as well the pools that are available don't match the openings available.

The group discussed connections with schools and also with the Department of Social Services to see how successful individuals become. Mr. Mareane stated he would inquire with DSS about what info is available and what can be released. Mr. Matteson stated that there is school data available through the national clearinghouse that goes out 12-18 months.

Mr. Haynes stated TC3 is undertaking a number of ideas to help increase graduation rates. Individuals from low socioeconomic conditions have lower success rates and TC3 is doing a lot in the way of peer mentoring. The activities that seem to work are very labor intensive, but there needs to be people available who can help individuals who are struggling, tackle day-to-day problems. Those who aren't succeeding don't lack intellectual capabilities.

There was also discussion about the fear individuals receiving public assistance have of losing their benefits if they enter the labor market. Ms. Peake noted that Cayuga Medical has mid level employees who receive Medicaid that are only willing to work a certain number of hours to preserve their benefits.

Mr. Burrows stated the long-term unemployed vs. those who are choosing to not participate need to be viewed separately. Why is a segment of the population actively choosing not to enter the workforce, what is keeping them out. The underemployed population also needs to be looked at. These two groups require less intensive work to get them to a reentry point.

ADJOURNMENT

It was Moved by Ms. Gold, seconded by Ms. Peake and unanimously adopted by voice vote to adjourn the meeting at 9:53 a.m. The next meeting will be held April 26, 2016 at 8:30 a.m. at the South Hill Business Campus.

DID YOU KNOW...

WFNY One Stop Career Center

The transition of new Federal WIOA (Workforce Innovation and Opportunity Act) legislation began with re-establishing the Workforce Development Board, membership, purpose and committee structure. WFNY is beginning to work closely with new committees, with strategic partners and local businesses to better meet WIOA mandates and guidelines.

A few facts about the Career Center and our Job Seekers: We served 1,722 customers in 2014-15; 62.8% customers gained employment with earnings of \$21.2 million in total wages; 63% of our enrollees have some college and beyond, 9.5% do not have their HSE; 19% are ages 30-39, 21% are ages 40-49 and a growing number of 22% are 50-59; 48.3% are living in Ithaca, 50.2% are living in Tompkins County and beyond, 1.5% are living out of State; we continue to align business talent needs with training strategies and local providers when possible.

Job LINK: WIOA integrated service delivery is underway, new partnerships and shared services, focused on 16-24 year olds with employment or educational barriers, current enrollment at 89% Out of School and 11% In School, 14 program elements are provided for participants; ie: work experiences, tutoring, occupational training, supportive services, etc

TST BOCES is now providing Adult Education orientations and HSE (high school equivalency) classes and testing on-site at WFNY; M and W day and evening

Training: 52 Participants, investment of \$78,789.30 (Professional/Business 23, Healthcare 12, Trades/Transportation/Construction 10, Hospitality/Retail/Leisure 2, Manufacturing 1, Human Services 1, OJT 3); 69 in Metrix E-Learning

BEAM: (Bridge to Employment and Academics Marketplace) a new Workforce Innovation Fund (WIF) grant program targeting college drop outs, ages 19-30 that are interested in returning to post-secondary educational opportunities across a nine county region, for additional information contact Sarah Bonawitz at sarahbonawitzBEAM@gmail.com

Veteran's Priority of Service: In 2014-15, we served 110 Veterans under the Priority of Service policy, a Veteran who was 81 recently requested our assistance in graduating from high school. In June, we celebrated with him as he entered retirement officially with his Tioga Center diploma completed!

WFNY coordinated six-part "Sector Series" where 16 local business partners shared information about career pathways, their recruitment needs and offered an opportunity to network

Co-sponsored 2nd annual Career Fair connecting 210 jobseekers and 35 businesses

We continued collaborations with Pre-Apprenticeship, GIAC HETP, CU Graduate and ENCORE programs, TANF Summer Employment, and Hospitality STAR programs to better serve Veterans, low-income or disconnected populations, individuals with disabilities, drop-outs, and long-term unemployed

WFNY hosted AmeriCorps Job Coach who provided 1,713 hours of individualized computer literacy training and job search assistance.

Workforce Development Board Report Feb 2016



Workforce New York
Put us to work for you

A convenient, one-stop shopping approach for accessing employment related services for businesses, workers & jobseekers in Tompkins County.

tompkinsworkforceny.org

Upcoming Events:

What's Next Career Expo:
3/17/16, 10-2:00 at Ithaca College
World of Skills Job Fair:
4/28/16, 9-12:00 at Hotel Ithaca
Careers in Construction Fair:
5/3/16, Chemung Fairgrounds
Talent Acquisition Series:
Three Sessions (TBD: May, June, Sept, in planning)



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Questions or comments?

Connect with us at
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